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Probationary Credit Toward Tenure

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Georgia Southern University

Faculty Welfare Committee

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Approved by the Senate: 10/29/2007

Not Approved by the Senate:

Approved by the President: 11/14/2007

Not Approved by the President:

Probationary Credit Toward Tenure

Submitted by: Jean-Paul Carton/Faculty Welfare Committee

10/11/2007

Motion:

To insert the following in Section 209 of the Faculty Handbook (Tenure Guidelines) after bullet 3 on probationary credit (currently 2007-2008 bottom left hand of page 33):

"The decision whether or not to use any or all probationary credit should be made by the applicant in consultation with his/her department chair and dean. When such an application is made and the individual has combined credit and Georgia Southern full-time service years to equal an "on time" application, the application shall not be viewed as early by any party involved in the process."

Rationale:

There has been a perception on campus (echoed from colleagues in several colleges) that using probationary credit towards tenure is viewed by tenure and promotion committees as "early," in which case the criteria (pg 34 2007-2008 Faculty Handbook) is that "the individual must be outstanding in all areas of evaluation and there must be a compelling reason to award tenure early." This motion clarifies that an individual who meets the required combination of GSU service and credit, namely "six years of full-time service at the institution at the rank of assistant professor or higher (five years for persons who have previously earned tenure at another institution)" who uses this credit should be viewed as a normal application.

Senate Response:

Motion: "Probationary Credit Toward Tenure" Jean Paul Carton (CLASS) Chair, Faculty Welfare Committee moved insertion of the following language in Section 209 of the Faculty Handbook, Tenure Guidelines, after bullet three on probationary credit, Page 33 of the current catalog: "The decision," so this is what we want to insert there, "The decision whether or not to use any or all probationary credit should be made by the applicant in consultation with his/her department chair and dean. When such an application is made and the individual has combined credit and Georgia Southern full-time service years to equal an "on time" application, the application shall not be viewed as early by any party involved in the process." The motion was seconded. There followed a lengthy discussion in which Senator Lockwood (COBA) and other expressed confusion about what constitutes early tenure. Moderator Cyr pointed out that it was just such confusion which had caused him to request the timelines from the Provost. After it was clarified that the language being proposed was designed to assure that an "on time" application would not be treated as "early," the motion passed unanimously.

President's Response:

Following review of the recommendation adopted by the Faculty Senate at the October 29, 2007, Faculty Senate meeting, as provided in your memo of October 30, 2007, I have approved the motion below presented to the Senate by Dr. Jean-Paul Carton, Chair, Faculty Welfare Committee.

MOTION: To insert the following in Section 209 of the Faculty Handbook (Tenure Guidelines) after bullet 3 on probationary credit (currently 2007-2008 bottom left hand of page 33):

"The decision whether or not to use any or all probationary credit should be made by the applicant in consultation with his/her department chair and dean. When such an application is made and the individual has combined credit and Georgia Southern full-time service years to equal an "on time" application, the application shall not be viewed as early by any party involved in the process."

Section 209 of the Faculty Handbook